

Development of Competencies for Advanced Level Nursing Students to Address Embedded Structural Inequalities

Jeremy Jordan, PhD, CRNP, CPNPAC, CCRN, CNE | AACN Diversity Leadership Institute

Introduction

To ensure that our graduate nursing workforce is equipped to lead the necessary changes both in healthcare and our pluralistic society to address embedded structural inequalities, specific competencies are needed to guide faculty and curriculum development.

Methods



Results: Competency Domains

Diversity	Equity	Inclusion
<ul style="list-style-type: none"> Integrating Diversity in Practice Diverse Healthcare Team & Systems 	<ul style="list-style-type: none"> Mitigate Biases and Stigma Elimination of Inequities in Healthcare Advocacy for Equity in Health 	<ul style="list-style-type: none"> Advancing Belongingness Provide Culturally Competent Care Advocating for Practices & Environments Promoting Inclusion
SOCIAL JUSTICE / BELONGING / ADVOCACY		

Considerations

Inclusive of all Advanced-Level Nursing Practice

- Language to ensure all specialties are represented
- Advanced Practice, Leadership, Education, Care Management, Informatics, Administration



At the heart of each competency

- Patients, families, groups, communities, populations, and members of the healthcare team

Conclusion

To Date:

- Draft Competencies are pending final Graduate Clinical Faculty approval
- Eight (8) Competencies were developed with 22 Key Elements
- After approval of Competencies, the development of a Faculty Toolkit will begin which will assist faculty with integration of competencies across the curriculum



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Biography

Prior to pursuing nursing, Dr. Jordan was a Black Belt and Certified Instructor in Taekwondo and had a particular passion for teaching the Tiny Tigers, 4 – 6-year-olds. He earned his Bachelor of Science in Healthcare Management from UAB and served as the Director of Clinical Trials for a local dermatology practice. After deciding to pursue a career at the bedside, Dr. Jordan completed the Accelerated Masters in Nursing Pathway (AMNP) and earned a Master of Science in Nursing, with a concentration as a Pediatric Acute Care Nurse Practitioner. He earned his PhD from the University of Alabama at Birmingham School of Nursing in 2021 with a focus on pediatric brain injury.

Dr. Jordan has spent his career as a nurse, nurse practitioner, and research scientist caring for children and their families in intensive care as well as educating the future clinicians and leaders who will care for our country's children. His clinical and research areas of interest are in pediatric acute/critical care, specifically neurologic injuries. His predominant teaching responsibility is within the pediatric nurse practitioner track of the graduate clinical program. He also maintains a practice in the Pediatric ICU at Children's of Alabama as a pediatric critical care nurse practitioner. He is active in many professional organizations including the National Association of Pediatric Nurse Practitioners, American Association of Nurse Practitioners, and the Society for Critical Care Medicine.

Contact Information



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